

KCEC-TV, KJMN-FM, KMXA-AM, KXPB-FM**EEO PUBLIC FILE REPORT****December 1, 2013 - November 30, 2014****I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive / Sales	6, 8, 11, 16, 22-23, 26-27, 30, 36-37, 46, 49, 51, 53, 55, 57-60	30
Receptionist	1-3, 5, 13, 21-24, 28, 30, 46, 49, 53, 55	30
News Producer	11, 19, 24, 29-30, 43-44, 49, 55, 59-60	30
News Director	1, 11, 13, 16, 20, 22, 24, 29-31, 43-44, 46, 48-49, 53-55, 58-60	20
News Anchor / Reporter / Producer	1-2, 11, 13-14, 16, 24, 29-30, 43-46, 49, 54, 59-61, 65	30
News Anchor / Reporter / Producer	1-2, 11, 13-14, 16, 24, 29-30, 43-46, 49, 54, 59-61, 65	30
Reporter / Video Journalist	1, 10-11, 16, 22-24, 29-30, 43-44, 46, 49, 53-54, 59-60	30
Executive Assistant to Chief Revenue Officer	1-3, 5, 11, 16, 18, 22, 24, 30, 40, 44, 47-49, 53-54, 59-61	18
Master Control Operator-Nights	1-2, 5, 11, 16, 22-24, 26, 29-30, 44, 46, 48-49, 51, 53-54, 59-60	51
Radio Engineer	1-2, 4-5, 7, 10-11, 16, 22, 24, 29-30, 32, 39, 44, 46, 48-49, 51, 53, 56, 59	51
TV Creative Services Producer	5, 7, 11-12, 16, 19, 22-24, 29-30, 41, 46, 49, 54, 59-60, 62-63	30
Senior Integrated Marketing & Sales Consultant - T	1-3, 5, 7, 10-12, 15-17, 22-23, 25, 27, 29-30, 37-38, 40-41, 46, 48-49, 52-54, 59-60, 62-64	17
Television Sales Assistant	1-2, 5, 7, 10-12, 15-16, 20, 22-23, 25-26, 29-30, 34, 40-41, 44, 46, 49, 53-54, 59, 62-63, 66	20
Master Control Operator-Nights	19	19
Regional Spanish Weather Anchor	1-2, 5, 7, 10-11, 15, 22-23, 25, 29-30, 41-44, 46, 48-49, 52, 60, 62-63	42
Regional Spanish Sports Anchor	1-3, 5, 7, 10-12, 15, 22-23, 25, 29-30, 41-44, 46, 48-49, 52, 60, 62-63	30
Receptionist	5, 7, 10-12, 14, 16, 22-23, 25, 29-30, 41, 46, 49, 52, 59-60, 62-63	30
Part-Time Photographer & Editor	1, 5, 7, 10-12, 15-16, 22, 25, 29-30, 33, 41, 45-46, 48-49, 52, 59-60, 62-63	33
Executive Assistant to Chief Revenue Officer	1-2, 5, 7, 9-12, 15-16, 22-23, 25, 29-30, 35, 40-41, 46, 48-50, 52, 58-63, 65	9

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	A.Q.Miller School of Journalism and Mass Communication 105 Kedzie Hall Manhattan , Kansas 66506 Phone : 785-532-6890 Email : smethers@ksu.edu Fax : 1-785-532-5484 Dr. Steve Smethers	N	0
2	Academy of Radio Broadcasting 16052 Beach Blvd. Suite 263-N Huntington Beach, California 92647 Phone : 714-842-0100 Url : arbradio.com Email : doreen@arbradio.com Fax : 1-714-842-1850 Doreen Dunn	N	0
3	AMFM Jobs PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.amfmjobs.com/ Fax : 1-760-754-2115 Whom ItMayConern	N	0
4	AMFM Jobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.amfmjobs.com Mark Halloway Manual Posting	N	0
5	Art Institute Colorado 1200 Lincoln St Denver, Colorado 80203 Phone : 303-824-4921 Email : clundin@aii.edu Fax : 1-303-824-4907 Carol Lundin	N	1

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6	Art Institute of Colorado 1200 Lincoln St Denver, Colorado 80203 Phone : 303-824-4920 Url : http://www.artinstitutes.edu/denver/career-service Neville Harson Manual Posting	N	0
7	Art Institute of Colorado 1200 Lincoln Street Denver, Colorado 80203 Phone : 303-824-4922 Email : menglish@aii.edu Melissa English	Y	0
8	Call In	N	1
9	Career Fair	N	2
10	Colorado Black Chamber of Commerce 1448 Pennsylvania St. Denver, Colorado Phone : (303) 831-0720 Email : info@coloradoblackchamber.org Roz Alston	N	0
11	Colorado Broadcasters Association 333 W. Hampden Ave Suite 620 Englewood, Colorado 80110 Phone : 720-536-5427 Url : http://www.coloradobroadcasters.org/ Susan Strong Manual Posting	N	0
12	Colorado College Career Center 14 East Cache La Poudre St. Colorado Springs, Colorado Phone : (719) 389-6893 Email : careercenter@coloradocollege.edu Andrea Culp	N	0
13	Colorado School of Journalism & Mass Communications 1511 University Avenue 478 UCB Boulder, Colorado 80309-0478 Phone : 303-492-0460 Email : Elizabeth.gaeddert@colorado.edu Beth Gaeddert	N	0

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14	Colorado State University 1065 Campus Delivery Centennial Hall Ft Collins, Colorado 80523 Phone : 970-491-1955 Url : http://ses.colostate.edu/contact.aspx Lucinda Van Inwagen Manual Posting	N	1
15	Colorado State University - Pueblo 2200 Bonforte Blvd. Pueblo, Colorado Phone : (719) 549-2512 Email : michelle.gjerde@colostate-pueblo.edu Fax : 1-719-549-2289 Michelle Gjerde	N	0
16	Colorado Workforce Center 1391 N. Speer Blvd Ste 500 Denver, Colorado 80204 Phone : 303-318-8819 Url : http://www.connectingcolorado.com Kathie Stenzel Manual Posting	N	3
17	Consultant Referral	N	1
18	Craig's List P.O. Box 438 San Francisco, California 94104 Phone : 415-399-5200 Url : www.craigslist.com Customer Support Manual Posting	N	5
19	Current Employee	N	3
20	Current Employee/Internal Promotion	N	2
21	Current Intern	N	1
22	Denver Indian Center 4407 Morrison Road Denver, Colorado 80219 Phone : 303-936-2688 Url : http://www.denverindiancenter.org/ Email : eileen@denverindiancenter.org Eileen Masquat	N	0

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23	Devry University North Campus 1870 W. 122nd Avenue Westminster, Colorado 80234 Phone : 888-212-1557 x7651 Url : http://www.devry.edu/career-services/contacts.html Email : coloradojobs@devry.edu Tanya Terrell	N	0
24	Division of Workforce Development 201 W. Colfax Ave. Denver, Colorado Phone : (720) 913-1648 Email : jobs.unit@ci.denver.co.us Fax : 1-720-913-1652 Sherry Giron	N	0
25	Division of Workforce Development 201 W. Colfax Ave. Denver, Colorado Phone : (720) 913-1648 Email : jobs.unit@ci.denver.co.us Fax : 1-720-913-1652 Stephen Martinez	N	0
26	Emily Griffity Technical School 1250 Welton Street Denver, Colorado 80204 Phone : 720-423-4700 Url : http://www.egos-school.com/campus-locations?title=Jessica+Cessarino Manual Posting	N	0
27	Employee Referral Steve Downing, Account Executive	N	3
28	Employment Agency	N	1
29	Entertainment Careers 218 Wilshire Blvd Ste 401 Santa Monica, California 90403 Phone : 310-442-0200 Url : www.entertainmentcareers.net Brad Hall Manual Posting	N	6

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30	Entravision Communications Corporation 2425 Olympic Blvd Suite 6000 West Santa Monica, California 90404 Phone : 310-264-2355 Url : www.entravision.com John Mahan Manual Posting	N	50
31	Former Employee	N	1
32	Former Employee Referral Joe Foft	N	1
33	Former Intern	N	2
34	Front Range Community College 3645 West 112th Ave Westminster, Colorado 80031 Phone : 303-404-5000 Url : http://www.frontrange.edu/ Sue Brooks Manual Posting	N	0
35	Indeed 177 Broad Street 6th Floor Stamford, Connecticut 6901 Phone : NA Url : http://www.indeed.com/ Job Board Manual Posting	N	1
36	Internal Candidate	N	1
37	Internal Posting John Mahan, IT Manager Entravision Corp	N	2
38	Internet Ad	N	1
39	Job posting on internet	N	2
40	Johnson & Wales University Academic Ctr, 1900 Olive St 1st Floor Denver, Colorado 80220 Phone : 303-256-9716 Url : http://www.jwu.edu/forms.aspx?id=54227&ekfrm=54227 Va Hayman Barber Manual Posting	N	0

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41	LARASA 1671 Yosemite St. Denver, Colorado Phone : (303) 377-9076 Email : mlchavez@aol.com Lorenzo Chavez	N	0
42	Linked In Juan Carlos Gutierrez	N	2
43	Media Line P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com/index.htm Mark Silstone Manual Posting	N	0
44	Media Match 8112 1/2 West 3rd Street Los Angeles, California 90048 Phone : 323-284-5589 Url : http://www.media-match.com/usa/ Career Services Manual Posting	N	1
45	MediaRecruiter.com 20456 E. Orchard Place Centennial, Colorado 80016 Phone : (303) 400-5150 Url : www.mediarecruiter.com Email : Jim@MediaRecruiter.com Fax : 1-303-400-5063 Jim Birschbach	N	0
46	Mi Casa Resource Center 360 Acoma Street Denver, Colorado 80223 Phone : 303-539-5600 Url : http://www.micasaresourcecenter.org/contact-us/loc Email : joblistings@micasaresourcecenter.org Stephanie Nolls	N	0

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47	Midland University 900 N. Clarkson Street Fremont, Nebraska 68025 Phone : 402-941-6055 Url : http://www.midlandu.edu/ Lindsey Adams Manual Posting	N	0
48	National Academy of TV Arts & Sciences 2140 S. Ivanhoe St., Suite G-3. Denver, Colorado 80222-5748 Phone : 303-722-0916 Url : www.emmyawards.tv Email : office@emmyawards.tv Fax : 1-303-722-0924 Audrey Elling	N	0
49	National Image 6165 W. Pacific Drive Lakewood, Colorado 80227 Phone : 303-412-7880 Url : http://www.imagededenver.org/home.php Email : jdavalos.natlimage@ymail.com Joe Davalos	Y	0
50	Non-Employee Referral	N	3
51	None indicated (Source Unknown)	N	3
52	Ohio Center for Broadcasting Colorado Campus 1310 Wadsworth Boulevard Sui #100 Lakewood, Colorado 80214 Phone : 303-937-7070 Email : Education.Denver@Beonair.com Fax : 1-303-975-0386 William Homann	N	0
53	Ohio Center for Broadcasting 404 S. Upham Street Lakewood, Colorado 80226 Phone : 303-937-7070 x4106 Url : http://www.funjobsonair.com Email : jmurphy@beonair.com Terry Cuff	N	5

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54	Ohio Center for Broadcasting, Co. Campus 5800 W. Alameda Ave. Suite A Denver, Colorado 80226 Phone : 303-937-7070 Fax : 1-303-975-0386 Dan Smith	N	0
55	Pueblo Community College 900 West Orman Ave Pueblo, Colorado 81004 Phone : 719-549-3036 Url : http://www.pueblocc.edu/student-services/counseling Email : offcampusjobs@pueblocc.edu Lisa Maldonado	Y	0
56	Radio Online 3500 Tripp Avenue Amarillo, Texas 79121 Phone : NA Url : http://menu.radio-online.com/cgi-bin/rolmenu.exe/m Ron Chase Manual Posting	N	0
57	Red Rocks Community College 13300 W. 6th Avenue Box 10 Lakewood, Colorado 80228 Phone : 303-914-6600 Url : http://www.rrcc.edu/ Career Services Manual Posting	N	0
58	Regis University 3333 Regis Blvd Denver, Colorado 80221 Phone : 800-388-2366 Url : http://regis.edu/ Karen Adducci Manual Posting	N	0
59	The Job Spider 3000 Stanton Circle Carmichael, California 95608 Phone : NA Url : http://www.jobspider.com/ Chris McGarry Manual Posting	N	0

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60	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Job Board Manual Posting	N	13
61	University of Colorado 3100 Marine Street Boulder, Colorado 80303 Phone : 303-492-6301 Url : http://www.colorado.edu/ Ann Herrmann Manual Posting	N	0
62	University of Colorado @ Denver Career Svcs Center Tivoli Student Union, Ste 267, PO Box 173364, Campus Box 138 Denver, Colorado Phone : (303) 556-2250 Url : www.ucdenver.edu Email : roseann.wagner@ucdenver.edu Roseann Wagner	N	0
63	University of Colorado at Boulder 1511 University Avenue #478 UCB Boulder, Colorado 80309 Phone : (303) 492-5480 Url : http://colorado.edu/ Email : Christine.Mahoney@Colorado.EDU Fax : 1-303-492-0969 Christine Mahoney	N	0
64	University of Colorado Denver Tivoli Student Union Suite 267 Denver, Colorado 80202 Phone : 303-556-2250 Url : http://www.ucdenver.edu/life/services/careercenter Jonne Kraning Manual Posting	N	0

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65	University of Denver 2199 S. University Blvd Denver, Colorado 80208 Phone : 303-871-2000 Url : http://www.du.edu/ Jane Mall Manual Posting	N	0
66	Unknown Referral Source	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			119

KCEC-TV, KJMN-FM, KMXA-AM, KXPK-FM**EEO PUBLIC FILE REPORT****December 1, 2013 - November 30, 2014****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	2/24/2014	Co Sponsoring Job Fair	<p>Stations KCEC, KXPK-FM, KJMN-FM and KMXA-AM participated in the Colorado Broadcasters Virtual Job Fair which was held from February 24-28th, 2014.</p> <p>Our stations posted 3 positions to this job fair which were: Executive Assistant to the Chief Revenue Officer KCEC-TV Reporter/Video Journalist KCEC-TV Multi-media Account Executive</p> <p>Candidates were allowed access to our job postings as well as encourage to ask questions regarding the available opportunities or other areas of interest in the broadcast industry.</p> <p>We had several inquiries about our available job opportunities and received a few resume submissions.</p>	2	Business Manager Controller	1.00
2	9/23/2014	Co Sponsoring Job Fair	The Hispanic Chamber of Commerce of Metro Denver and the Denver Business Services Team announce Hiring Dayversidad on Tuesday, September 23rd from 10:00am – 2:00pm at the McNichols Building. More than 30 companies will be recruiting and offering employment opportunities. If you are bilingual and/or looking for a position that welcomes diversity, this is the job fair to attend. They will be looking for executives, professionals and entry-level candidates. Please see flyer for details.	3	Controller CFO Creative Services Director	1.00
3	10/22/2014	Provision of training to management	On 10/22/14, Rich Reid (Controller) and Shannon Leseau (Assistant to General Manager) attended a half-day seminar regarding the EEO Compliance, state regulations regarding EEO and regulations regarding potential employee background checks. Seminar was held by A-Check Global, Inc.	2	Controller Assistant to GM	1.00

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4	11/18/2014	Participation in other activities designed by the station employment unit	Denver Christian Schools and 8 of their students toured the station and studios on 1/29/14 from 10am-11am. The tour was meant to provide educational enrichment for the Spanish Level 4 Class which is focusing on Journalism.	2	Sales Assistant Executive Assistant to GM	1.00
5	11/25/2014	Establishment of an intern program designed to assist members of the community	<p>Entravision TV & Radio's Internship Program provides opportunities for college students to obtain hands on experience in broadcast TV and radio. The program information was mailed out to 18 colleges and universities in Colorado with a letter asking that the information be made available to students who might be looking at a career in the communications industry. Upon completion of their internship the department manager provides the intern with a valuable assessment of their skills and overall performance providing valuable feedback to the student.</p> <p>Citlau Sanchez who is enrolled with the Colorado Media School in Denver completed her intern for our Production & Creative Services Departments. Her internship began on 9/22/14 and was completed on 11/19/14. During that time she interned for 14 hours per week as outlined by the Colorado Media School's requirements and learned about the commercial production and creative process of creating a television commercial including commercial production shoots, recording, editing and the ingest process.</p>	1	Creative Services Director	1.00
TOTAL POINTS OVER REPORTING PERIOD:						5.00